

## Diversity, Equality, Equity, Inclusion Action Plan 2024 - 27 for West Town Primary Academy

Area of focus	Delivery (High Quality Learning Environment)	Leadership (Pursuit of Excellence)	Impact (Achievement for All)	Experience (Valuing People and Extending Boundaries)
<b>Bullet point why you have chosen your objectives, linked to the protected characteristic selected, as the priority for your school.</b>	<p>Ensure that pupils recognise and learn about the diversity of their local community and wider world through the taught curriculum.</p> <p>Proactively engage members of the local community to support the taught curriculum, to include guest speakers, activities and other opportunities as part of lessons.</p>	<p>Ensure that Staff Welfare is considered and planned for by following the Trust Calendar for Welfare &amp; Support</p>	<p>Ensure funding and resources, including pupil premium funding, are effectively used to support pupils from disadvantaged groups to make good progress</p>	<p>Seek out broader learning opportunities to ensure delivery of PLEDGES, with a focus on diversity and participation.</p> <p>Promote Student Voice and Leadership to ensure there is a clear understanding of Tolerance and Respect for others and that Students understand the need for an Anti Bullying stance; which they support</p>
<b>Outline how you will achieve your DEEI objectives.</b>	<p><i>Ensure that staff are aware of where the Meridian curriculum, including world views and PSHE programmes of study reflect a World View dimension and a consideration of British values and what these mean in today's society.</i></p> <p>Ensure the delivery of PLEDGES capitalises on opportunities that exist within the taught curriculum.</p>	<p><i>Have in place a reasonable adjustment agreement for all staff with disabilities to meet their needs better and make sure that any disadvantages they experience are addressed.</i></p>	<p><i>Monitor and track achievement data and attendance of both non disadvantaged and disadvantaged termly. Act on any patterns/ trends with support put in place for pupils.</i></p> <p><i>Publish attainment data each academic year showing how pupils with different characteristics are performing.</i></p> <p><i>Analyse the data referenced above to determine strengths and areas for improvement, implement actions in response and publish this information.</i></p>	<p><i>Encourage people who have a particular characteristic to participate fully in any activities (e.g. clubs, visits, wider opportunities)</i></p> <p><i>Further develop leadership opportunities within the academy - ensuring that these roles fully represent the school context.</i></p>
<b>Identify each term over a 2 year timeframe and who is Leading each objective</b>	Subject leaders, class teachers	Headteacher/ HR officer	Headteacher/ assessment lead	Senior leadership team/ subject leaders